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My name is Susan Scruton. I have worked for a major corporation in Connecticut for the past thirteen years. Although we have ten bargained sick days, we aren't able to be out sick for even one day without being put on warning unless that day is covered by FMLA.

Even though I haven't been out one full day in over a year's time that hasn't been covered by FMLA, I am on a written warning. In December of 2009, I was five minutes late for work. This put me on a six month verbal warning. In April of 2010, I went home half a day sick with the stomach flu. I came back to work the very next day. I had my doctor fill out FMLA paperwork, but stomach flu is not covered by FMLA so I was moved to a six month written warning. I did grieve this with my union. The company agreed that because I worked half the day, they wouldn't hold it against me. But, they explained that the month before there was a car accident on the highway that caused many in my building, including myself, to be late. And even though they didn't bring it up at that time, they are using that occurrence to keep me on the written warning. At this point, if I am two minutes late for any reason, including car accidents, car trouble, etc., or use a sick day, I will be moved to wage reduction for six months.

On more than one occasion, I have seen co-workers spend the entire day throwing up in their garbage cans because the fear of taking a sick day would move them to another warning. We are adults and would like to be treated as one. If not abused, we should have every right to use our bargained sick days without fear of discipline.

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